

Committee: Housing Management and Almshouses Sub-Committee	Dated: 03/06/2024
Subject: Equality, Diversity and Inclusion Policy	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1,2,3,4,5,6,8,9,10,
Does this proposal require extra revenue and/or capital spending?	N
If so, how much?	£
What is the source of Funding?	
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Judith Finlay, Executive Director of Community & Children's Services	For Decision
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Summary

The Housing Division aims to foster an inclusive and respectful environment where all residents and service users are treated fairly and with dignity, regardless of their characteristics or backgrounds. To support our aims an Equality, Diversity and Inclusion Policy has been drafted for use of the Housing Division.

Recommendation

Members are asked to:

- Approve the Equality, Diversity and Inclusion Policy for use by the Housing Division

Main Report

Background

1. City Corporation's Housing Division manages 1,900 social tenanted properties and over 950 leaseholder properties, located on twelve estates across London.
2. London's diversity is a rich blend of cultures, ethnicities, and traditions, making it one of the most cosmopolitan cities in the world. As a housing provider, particularly in London, we recognise the importance of promoting equality and embracing diversity within our communities.

3. As a public sector organisation, we hold specific duties under the Equality Act 2010, including the duty to have due regard to eliminating discrimination, advance equality of opportunity and foster good relations.
4. The Housing Division is committed to ensuring that all residents and service users, regardless of their background or characteristics, have equal access to housing and are treated with dignity and respect.
5. We are committed to meeting these duties in the provision of housing services and the proposed Equality, Diversity and Inclusion Policy is intended to outline our approach to achieving this.

Current Position

6. The policy reflects the framework and commitments in the City Corporation's Equality Objectives 2024-29.
7. The key objectives of the proposed Equality, Diversity and Inclusion Policy for the housing division are as follows:
 - **Inclusive Housing:** To ensure that all residents have equal access to housing opportunities and services, regardless of their age, race, ethnicity, gender, sexual orientation, disability, religion, or any other protected characteristic.
 - **Respectful Environment:** To foster a respectful and inclusive environment within our housing communities and in the delivery of services, where all residents feel valued and supported.
 - **Compliance:** To comply with relevant legislation, including the Equality Act 2010 and the consumer regulations for housing providers, which include obligations regarding equalities and the fair and respectful treatment of tenants
 - **Fair Treatment:** To ensure that our policies, procedures, and practices are fair and support the aim of minimising discrimination and unequal treatment
8. The proposed policy includes the following key components tailored to our division:
 - **Purpose and Aims:** A clear statement expressing our commitment to providing inclusive housing and promoting diversity within our communities and the workplace.
 - **Definitions:** Clear definitions of key terms
 - **Employee Responsibilities:** Clarification of the responsibilities of employees in upholding the principles of equality and diversity in their interactions with residents and colleagues.
 - **Training:** Provision of training for employees to ensure they understand their responsibilities and the importance of promoting equality and diversity.
9. The implementation of the Equality and Diversity Policy will bring several benefits to the Housing Division, including:
 - Enhanced resident satisfaction and community cohesion.
 - Enhanced reputation as a socially responsible housing provider.
 - Increased access to housing opportunities for marginalised groups.

Proposals

10. Based on the above considerations, it is therefore proposed that the Equality, Diversity and Inclusion Policy is approved for use of the housing division. By adopting this policy, we demonstrate our commitment to creating inclusive communities where diversity is celebrated, and everyone has equal access to housing opportunities.

Corporate & Strategic Implications

Strategic implications – This policy supports the following outcomes of our Corporate Plan 2024-29:

- Diverse, engaged communities
- Providing excellent services

Financial implications

None

Resource implications

None

Legal implications

None

Risk implications

None

Equalities implications – The policy will support us in meeting our Public Sector Equality Duty (Equality Act 2010, s.149) by ensuring that we have due regard to the need to eliminate discrimination and foster good relations. Proportionality and equalities principles are an integral part of the policy. We will ensure that officers take account of protected characteristics and any applicable support measures that may benefit an individual when invoking the policy. Decisions taken under the policy will be fully documented and, in some instances, subject to approval and regular review.

Climate implications

None

Security implications

None

Conclusion

11. To support our commitment to delivering excellent services, promoting equality and embracing diversity within our communities and the workplace an Equality, Diversity and Inclusion policy has been drafted for use by the Housing Division.

12. The policy outlines our commitments to delivering excellent, safe and fair services for residents and other persons who may occupy, visit, or use its premises, as required by the Equality Act 2010.

13. The implementation of the policy will include delivering training to the staff within the Housing Division, including ensuring the corporate mandatory training has been completed by all staff.

Appendices

- Appendix 1 – Equality, Diversity and Inclusion Policy
- Appendix 2 – Responses to Housing User Board (HUB) consultation, March 2024

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